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GOVERNOR

STATE OF ALABAMA  
**DEPARTMENT OF MENTAL HEALTH**  
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ZELIA BAUGH  
COMMISSIONER

BEATRICE J. MCLEAN  
FACILITY DIRECTOR

**ANNOUNCEMENT OF INTENT TO FILL A VACANT NON-MERIT POSITION**  
**AN EQUAL OPPORTUNITY EMPLOYER**

**JOB TITLE:** Registered Nurse III  
(Quality Improvement Nurse)

**NUMBER:** 11-05

**JOB CODE:** N4500

**POSITION #:** 8805186

**SALARY RANGE:** (78) \$47,757.60 - \$72,686.40 Annually

**DATE:** 9/30/2011

**JOB LOCATION:** Searcy Hospital, Mt. Vernon, AL

**QUALIFICATIONS:** Graduation from an accredited school of nursing and four (4) years experience as a Registered Nurse, including two (2) years experience in a supervisory capacity or Graduation from a accredited four (4) year college or university with a Bachelor's degree in nursing and three (3) years experience as a Registered Nurse, including two (2) years experience in a supervisory capacity or Graduation from a four (4) year college or university with a Master's degree in nursing, including one (1) year experience in a supervisory capacity. Experience in Quality Improvement/Quality Assurance.

**NECESSARY SPECIAL QUALIFICATIONS:** Possession of a certificate of registration to practice nursing as issued by the Alabama Board of Nursing.

**KIND OF WORK:** This is a professional nursing position in a state mental health facility QI Department. The employee in the position will coordinate the facility service performance improvement plans in order to ensure continuous quality client care, collaborate with Nursing Administrators, Supervisors and other hospital staff to design/implement QI activities, assist the Director of Planning/QI and the Facility Department Directors in data collection, verification and presentation, participate in clinical investigations and serve on Panel Reviews as requested; make recommendations for clinical corrective actions, serve on various hospital committees; chair committees as requested, provide in-service training/orientation regarding quality improvement, Joint Commission, and CMS Standards, participate in internal hospital and MI Division Mock Surveys. Preference will be given to individuals with experience as a psychiatric nurse and individuals with quality improvement experience.

**REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:** Knowledge of Federal and state agency standards related to healthcare organizations. Knowledge of quality/performance

improvement concepts and principles. Ability to coordinate quality/performance improvement activities. Skilled in utilizing assessment techniques to identify problems/opportunities for improvement and recommend/design/implement corrective actions. Knowledge of and ability to assess patient care to identify compliance with hospital policies and procedures and deficiencies in the nursing standards of care and practice. Knowledge of general nursing theory and practices. Knowledge of principles and methods involved in demonstrating techniques and methods of patient care. Ability to establish and maintain effective working relationships with medical personnel, professionals, paraprofessionals, clients and families. Ability to express ideas concisely and accurately; orally and in writing. Knowledge of and ability to utilize computer word processing, spreadsheet and data management programs, including ability to type necessary information.

**METHOD OF SELECTION:** Applicants will be rated on the basis of an evaluation of their training, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned. All relevant information is subject to verification. Drug screening is required. Security clearances will be conducted on prospective applicants being considered for employment and whose job requires direct contact with clients.

**HOW TO APPLY:** Use an official Application for Professional Employment (Exempt Classification) which may be obtained from this office. Applications may also be obtained from our website at [www.mh.alabama.gov](http://www.mh.alabama.gov). Applications should be returned to **SEARCY HOSPITAL, OFFICE OF HUMAN RESOURCES, P.O. BOX 1090, MT. VERNON, ALABAMA 36560** by **OPEN UNTIL FILLED** in order to be considered for this position.

*COPIES OF LICENSES/CERTIFICATIONS SHOULD BE FORWARDED WITH YOUR APPLICATION OR FURNISHED DURING INTERVIEW. PLEASE HAVE AN OFFICIAL COPY OF ACADEMIC TRANSCRIPT(S) FORWARDED BY THE COLLEGE OR UNIVERSITY TO THE SEARCY HOSPITAL OFFICE OF HUMAN RESOURCE MANAGEMENT AT THE ABOVE ADDRESS. DRUG SCREENING IS REQUIRED.*